



10 L&D Strategies to Start Planning Now

We can scarcely believe we're about to say this, but **it's time to start planning your Learning & Development strategies for 2025.**

Listen, we hate to be "those guys," and no one expects you to be a fortune-teller, but there is a lot of value in adopting a future-facing approach to your department's initiatives, shortcomings, goals, hopes, and dreams.

2024 sure turned out to be an interesting year for this beloved industry of ours. Between AI, layoffs, a difficult job market, political uncertainty, and the changing landscape of work and our role in it, it's been a transformative year in more ways than one. It was kinda scary, not gonna lie.

But here's the good news! When it comes to enabling rapid pivots, there's no better ally than L&D! That's why we're looking ahead to 2025 a little bit earlier than usual.

Without further ado, here's our list of ten strategies to start planning now:

1. Get Gooder at All Things AI

According to recent research, **72% of companies have already integrated AI into at least one business function***. It's nearly impossible to imagine the level of personalization, automation, and data-driven insights AI will introduce to L&D in 2025 and beyond. Planning early allows for thorough research, experimentation, and seamless integration into existing systems. Remember, it's not a band-aid solution; take some time to really consider how and where AI could work for your organization.

2. Baby Step into Immersive Learning:

Sometimes, technology like augmented reality and virtual reality can sound “far off,” “futuristic,” or “not relevant yet.” We have some alarming news for you—the future is here now! It’s a great time to dip your toe in the cool waters of immersive learning. Start small with AR onboarding elements using some of your organization’s legacy assets! We think you’ll be surprised by how easy, cost-effective, and fun it is for learners.

3. Introduce Social and Collaborative Learning Experiences:

It turns out us humans like interacting with each other! After years of virtual connection, many learners are craving the return of face-to-face interactions. This 'rubber band effect' highlights the value of human connection and the desire for collaboration and shared experiences in a post-pandemic world. Think about integrating group work, social learning elements, and learner-generated content into your current learning culture.

4. Prioritize Employee Mental Health and Well-Being:

According to a recent survey, **78% of workers don’t think their employer is doing enough to address their mental wellness at work****. This is no longer a “nice to have” initiative and is absolutely crucial to your organization’s overall health, appeal, and staying power. By prioritizing psychological safety, we can empower employees to share their ideas, take risks, and collaborate effectively.

5. Reassess Leadership Development Programs:

Invest in the future of your organization by cultivating strong leaders. Develop targeted leadership programs that focus on essential skills like strategic thinking, decision-making, and emotional intelligence. As AI advances and remote and hybrid work environments expand, effective leadership will be more crucial than ever. A strong leader also plays a huge role in the strategy we just covered above— mental health and well-being. Don’t skimp here!

6. Look Toward Future Workforce Needs:

We currently have a shrinking talent pool, pretty hefty skills gaps, and a younger, more digital-oriented generation coming up behind exiting Baby Boomers. That’s a whole lot of upskilling and reskilling that needs to be done. Organizations must anticipate industry trends and develop talent accordingly. [We’re giving you a head start with our Skills Gap Matrix for Instructional Designers & Developers!](#)

7. “Don’t Be All Uncool!”:

Speaking of a younger, more digital-oriented generation, it’s time to get with the kids, and we don’t mean by saying things like, “Wow fam, am I delulu, or is business bussin’ today?” Gen Z is smart, discerning, deep, hard-working, and not willing to put up with stale corporate practices. Believe it or not, they’re just like us oldies! To accommodate them, take your strategies from passive to active, static to dynamic, and siloed to collaborative.

8. Read the Room:

If you haven’t already, start gathering learning feedback now! To effectively communicate the value of L&D, data is essential. By demonstrating that learners appreciate and benefit from L&D initiatives, organizations can build a strong case for continued investment. That may be important come 2025. [Check out our Onboarding Rubric to brainstorm or get started!](#)

9. Strengthen Diversity, Equity, and Inclusion Training:

DEI training is essential for creating a more inclusive and equitable workplace! Develop a comprehensive DEI strategy that addresses unconscious bias, cultural competency, and inclusive leadership. If you’ve already done that, take a second look to ensure it’s up-to-date and relevant. The ultimate goal is to foster a culture of inclusivity at every level.

10. Embrace the Softer Side:

92% of companies report that human capabilities, or soft skills, matter as much or more than hard skills in today’s business world*.** Soft skills, such as critical thinking, problem-solving, creativity, and ethical decision-making, are crucial for navigating our AI-driven world and ensuring that AI is used responsibly and effectively. Strong soft skills (oxymoron alert!) can lead to increased productivity, reduced conflict, and lower employee turnover. This means significant cost savings for your organization. [Tap into your existing team's potential with our Soft Skills Matrix!](#)

Sources:

- * *McKinsey*
- ** *Monster*
- *** *Deloitte Insights*